

أخلاقيات القيادة والقيادة التحويلية لتطوير مدركات دعم

العمل التنظيمي

دراسة استطلاعية لعينة من موظفي ديوان وزارة الموارد المائية

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المستخلص

تهدف المنظمات المعاصرة إلى إنضاج قوة عمل فاعلة، رغم قلة وانحسار الموارد المتاحة وبإشكالها. لكن في البيئة العراقية وجد هناك توافر مادي وبشري كبير مع تزايد التلكؤ في الأداء، وتحديدًا في وزارة الموارد المائية (عينة البحث)، من حيث الجفاف وانخفاض مستوى الأنهار وغيرها. مما استدعى التركيز على متغيرات مهمة أخرى وذات علاقة، وهي أخلاقيات القيادة والقيادة التحويلية (كمتغيرين مستقلين)، ومدركات دعم العمل التنظيمي (كمتغير معتمد)، منها سلط الضوء على مشكلة البحث وهي ضعف التناغم ما بين مدركات العاملين وأسلوب القيادة المعتمد، إذ وجد هناك انحسار للمركب العضوي المتفاعل ما بين المتغيرات ليقفل من مستوى نضوج الأداء العالي والمتوازن. فخرج البحث بضرورة تعزيز مفهوم واستخدامات القيادة الصحيحة بأساليبها الحديثة، مع إيجاد فصل ما بين الحقوق والامتيازات التي قد تتحول تلك الامتيازات إلى التزامات، وحقبة احتياجات المرؤوسين، من أجل تحقيق أداء منظمي عالي.

Abstract

The aim of organizational contemporary is development man power active, in spit-of there are little resources. But in the Iraqi environment there are too much resources with performance inhabiting. specially in the ministry of water resources (sample of this research), about dryness and lower levels of rivers. There for this study have some important variable, it is ethical leadership & transformational leadership as (independent variable), and Perceived organizational support(dependent variable). Over here to invest with authority on the problem of research, is weakness harmony between employed perception and the pattern of leadership. We find decline in of reaction of organ compound between the variable to weaken high performance and equally. The commendation are necessary strengthening concept & use of true leadership with new methods, cutting between rights & distinction, some time distinction will be commitment specific employee needs to achieve high organizational performance.



9 المصادر

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